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. . . . The 112th meeting of the CIA RETIREMENT BOARD  
convened at 1:30 p.m. on Wednesday, 30 April 1969, with the following  
present:

25X1A9a

Mr. George E. Meloon, DDS Member

25X1A9a

25X1A9a                      The Minutes of the last meeting.                      Any  
corrections or changes?

25X1A9a                      . . . . requested that the last sentence of  
paragraph 4 of the Minutes be stricken from the record --  
and the Board agreed to this . . . .

25X1A9a                      I might add that following Mr. Bannerman's  
appearance here at the last meeting, Security sent the case back 25X1A9a  
to us, to be put on the agenda, and I returned it to them requesting that they  
take another crack at rewriting it and directing their attention to which portion  
of his time was under 11(a) and 11(b) in direct support of covert operations.

25X1A9a                      : What has happened to the invitation to Osborn?

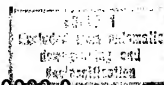
25X1A9a                      Well, that invitation was really taken over by  
Bannerman--

25X1A9a                      No, I meant the Board asking the Director of  
Security to pull together some statistics.

25X1A9a                      Oh yes - when I returned the case 25X1A9a  
I cranked that in, too -- but the statistics part of it is separate.

25X1A9a                      Of course.  
If there are no other changes to the Minutes, we  
will consider them approved.

**SECRET**



10

SECRET

25X1A9a [REDACTED] Under Item A we have two employees who meet the criteria for designation as participants and have completed more than 15 years of Agency service.

25X1A9a [REDACTED] I move they be designated and offered an election.

25X1A9a [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a [REDACTED] Under Item B, nine individuals who appear to meet the criteria for designation as participants in the System and have completed at least five years of Agency service.

25X1A9a [REDACTED]: Move they be designated.  
[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a [REDACTED] The next case is [REDACTED] Just 25X1A9a before this meeting started I received a phone call that I had requested,

25X1A9a because I felt that although [REDACTED] only needed 18 more months, they hadn't

25X1A2g really explained this [REDACTED] duty very well. I now have a little better

25X1A2g feel for [REDACTED] How about it, Mike, would you like to talk to it?

25X1A9a [REDACTED] duty, yes -- I would have no

25X1C

would find no trouble bringing him in under (11)(c)(2), the inability to explain in sufficient detail--

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25X1A9a [REDACTED] Isn't it funny! I went the other route -- (11)(b)  
looked pretty good to me when I had heard the whole story.

25X1A9a [REDACTED] Oh yes! Absolutely!  
He was living under cover. Not only that but,  
as I understand it, with the couple hundred employees the great bulk of them  
are unwitting, and he really has had to play it [REDACTED] pretty cozy. Not only ILLEGIB  
ILLEGIB that, when [REDACTED] he did meet our own people he had to do it covertly. All in  
all, it looks like a pretty good case.

25X1A9a [REDACTED] You're referring to the period June 1966 to date?  
Yes. No question, 18 months out of that period  
is pretty good domestic qualifying service. And once again, I think it's not  
necessarily under that 31 July memo -- although he is retiring 30 June, which  
makes it that much easier.

25X1A9a [REDACTED] I said no question under (11)(c), and maybe  
even under (11)(b).

25X1A9a [REDACTED] May I raise one question, though. John  
being a Finance type, one would assume that he hears about the Daniels bill --  
but has someone figured out where he would stand if he waited another couple  
of months, rather than going out 30 June?

25X1A9a [REDACTED] Well, John, this is really true in all of  
these cases now--

25X1A9a [REDACTED] What I'm really raising is a question of policy.  
Obviously this guy would qualify regardless of the 30 June memo -- or at  
least I'm assuming you're all saying that.

25X1A9a [REDACTED] Yes, I agree.  
If he really wants to retire -- let's start  
with that -- he is retiring three years earlier than otherwise -- so that could  
be a motivating factor. Then he gets into our System -- then he is one  
more problem child at 30 June in the CIA System. Okay. I think I'm  
zeroing in better. For example, as I said to Col. White, those who are

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mandatory under CIA, those who got in because it was under the 31 July letter, and we reached, are real problems. The guy who is truly voluntary and just saying, "Hey, I'd like out" - I don't know what would hinder him, under any circumstances, from saying, "Hey, I changed my mind -- I'd like to stay on for another few more months." I think that option would lie with him.

This gets back to the point that I don't think [REDACTED] 25X1A9a should be designated as a 31 July letter type. And I hope, Murray, on your list you have identified those who are 31 July letter types.

25X1A9a [REDACTED] I'm trying to raise a slightly broader point.

25X1A9a Here [REDACTED] is out on the end of a string, and he's not as up to date on things as we are here. Has anyone counselled him? - this is my point. I feel, myself, that the Director of Personnel has an obligation to put the facts in front of him.

25X1A9a [REDACTED] Well, this gets back to the presentation of this to Col. White, and then our reaching a decision on what our policy will be -- and then I would think we will go to everybody.

25X1A9a [REDACTED] I don't think this has anything to do with that, Harry -- I think the question here is [REDACTED] period. He's saying, "I think I'd like to go out on 30 June." "Well, okay, John -- have you figured all these other things out?"

25X1A9a [REDACTED] Okay -- we're almost together. All right, he has indicated 30 June. Now the guy that did that a month ago didn't know about the Daniels bill then-- I'm hoping that sometime before mid-May we will be able to go to anyone who is voluntarily retiring under the CIA System and say, "Hey, if you would like-- " But what bothers me on the CIA System, I don't know when that date is going to be. It isn't quite like the Daniels bill -- it isn't quite like the Civil Service.

25X1A9a [REDACTED] But a member of the club in good standing ought to be entitled to information the club is putting out.

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25X1A9a

[REDACTED] What would you tell him now?

Tell him there is some legislation pending.

Then he would be getting more than people scheduled <sup>n</sup>ow to retire June 30th. I'm saying I'd like to be able to go to everybody and tell them the story.

John, I have no quarrel, ever, with counselling every individual, but I'd be a little tied up on what I'd recommend--

25X1A9a

[REDACTED] It's not up to us to recommend, it's up to us to put the facts before him so he can make a decision.

25X1A9a

[REDACTED] From having had him in my office, I know what he would say -- "Well, what do you think? - will it be a year before CIA gets this? or six months? or two years?" I don't really know.

25X1A9a

[REDACTED] Is there some question, Harry, of a possible medical disability? They mentioned the elevated blood pressure, and that he was under a doctor's care, etc.

25X1A9a

[REDACTED] I think they just threw that in as another good reason for letting the guy go. You see, he probably feels - "Gee, if I get in this CIA System I'm three and [REDACTED] three-quarters percent ILLEGIB better off than if I were under the Daniels bill" -- so he has made a step forward. Then we say, "Hey, but if you wait-- Really, I don't think Civil Service offers him anything, even with the Daniels bill, if you assume he has high blood pressure and wants to pack it in.

25X1A9a

[REDACTED] He didn't put anything in the disability box on the application.

25X1A9a

[REDACTED] Murray, do you have his application for retirement there?

25X1A9a

[REDACTED] Yes.

[REDACTED] You see, this is the part of the thing, Harry -- we process his case and then, although he has actually applied for retirement without the benefit of this counselling, but then technically if somebody wants

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to get hard-nosed about it - "Okay, we have a retirement application signed by him."

25X1A9a [REDACTED] It's a moral obligation, I think, to let him know.

. . . Off the record . . .

25X1A9a [REDACTED] Will you make a note, Murray? -- for  
25X1A9a some reason, [REDACTED] has a lot of interest in this -- and will you  
25X1A9a tell Phil we have no problem here, and we think we should move ahead and  
[REDACTED] put him/in the System -- I don't think there's any question about that --  
but before we get the letter all written up maybe Phil could give [REDACTED] a 25X1A9a  
call and say, "Did you know we're going to be going after the same benefits  
as the Daniel bill, if the Daniel bill gets passed"--

25X1A9a [REDACTED] Harry, can I make another suggestion on  
this one? Sure, I agree, it's perfectly proper to go ahead on this one,  
but maybe subject to verification -- because what John could very well do  
if the Daniels bill goes through in August - and this is still "iffy" as hell -

25X1A9a [REDACTED] may be better off under the Civil Service, so why shift him over and  
then have to shift him back again -- just [REDACTED] let him stand in limbo-- ILLEGIB

25X1A9a [REDACTED] You're anticipating he would want to stay on  
for three more years?

25X1A9a [REDACTED] Right -- and that is probably a remote  
possibility, I agree.

25X1A9a [REDACTED] John, a little bit of what you're saying  
applies to every case on this agenda--

25X1A9a [REDACTED] I agree, and that's why I'm raising it on the  
first case. I would like to feel, if I were [REDACTED] the people that 25X1A9a  
were acting on it/ [REDACTED] tried to make sure he was informed before they took what  
might be an irrevocable action or a difficult action to reverse.

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25X1A9a [REDACTED] What is hard for me to believe - that  
even if the man wants to sweat it out he is going to want to sweat it out in  
ILLEGIB the CIA System -- you know, in [REDACTED] three years, or two and a half, I  
would hope we would have caught up with the Daniels bill -- and if he has to  
wait that long under Civil Service--

25X1A9a [REDACTED] Undoubtedly this is the way it would go. But  
to me it's really an obligation to say, "Okay, John, what do you want to do  
now, having the facts before you" - rather than acting on an uninformed  
request by the man -- that's my point -- that's all. We make a great  
thing about having a dozen people in the Retirement Counselling Staff, and  
we don't counsel the guy--

25X1A9a [REDACTED] I don't know that he has NOT been counselled  
ILLEGIB on this. I don't [REDACTED] think anybody takes this step without looking into it--

25X1A9a [REDACTED] That may well be -- but we don't KNOW it.  
[REDACTED] And I just think we would be postponing the  
inevitable -- so let's get the whole thing ready to write up, but before we go  
to press let's see that Phil has called him and explained this whole thing to  
him -- or if Phil doesn't feel qualified to do it, we will have somebody else  
talk to him. But I would say - I'd go right down the line and say  
everybody should stand still now until they really get the best of what we have  
to offer them -- and if they ask me about it now, I can't give it to them,  
really, until I talk to Col. White -- and even then I can only say, "We're  
willing to go this far" --

25X1A9a [REDACTED] That is right -- this is a very "iffy" period --  
and this is going on throughout government.

25X1A9a [REDACTED] But it's not this complicated, though -- the  
rest of the Government goes along pretty easy on that.

25X1A9a [REDACTED]: Except [REDACTED] fully expects he's not going 25X1A9a  
to get many retirements in July -- people are just going to stand pat -- but  
that doesn't complicate their life terribly, other than slowing down [REDACTED] ILLEGIB  
retirements.

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Okay, we will go back to [REDACTED] I'm pretty sure 25X1A9a

he will want to get into the CIA System. And we have already protected him by saying it's not a 31 July letter case. If he's really going to wait two more years then (11)(c) goes out the window -- then it has to be 11(b), for the record, because we only see 11(c) in contemplation of retirement.

25X1A9a

[REDACTED]: This is a good 11(b) case.

[REDACTED] Yes, I'm satisfied that it is a good 11(b) case.

The next case is [REDACTED] 25X1A9a

25X1A9a

[REDACTED] I can give you my opinion -- he should have

retired two years ago if he was going to get into the Agency System.

25X1A9a

[REDACTED] Murray, is this the case you had and you

called me on one day?

25X1A9a

[REDACTED] Yes.

[REDACTED] The thing that bothered me a little bit about

this one is you could say, "Well, isn't this very much like the Francis

25X1A9a [REDACTED] case?" The only difference is this fellow has 58 months of

qualifying overseas service and [REDACTED] had none. So the second thing that 25X1A9a

I ask myself each time is: Are we being played for patsies, or is this really an honest mistake?

25X1A9a

[REDACTED] Is there any explanation at all for the

delay - or its failure to come up before 25 March 1969?

25X1A9a

[REDACTED] This fellow had put something in the hopper last

fall -- because I got it from Murray--

25X1A9a

[REDACTED] Last fall?

[REDACTED] Isn't this the fellow you called me on and you

said you had the papers--

25X1A9a

[REDACTED]: In December 1968.

[REDACTED] Okay - late last fall (laughing).

[REDACTED]: Originally he was nominated in 1965 --

the same form as they've got here -- and when I tried to verify it, it didn't come

8  
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out to 60 months and I sent it back--

25X1A9a [REDACTED] He got a routine redlining in 1966. Now if you project back to that period of time, we weren't (considering) domestic service-- So he was turned down -- he applied to get into our System and was turned down. Now he had an old letter in 1964 which said: "Your retirement date is May 1969." But despite that, in 1966 he indicated he would like to get into our System. Now I would have to assume that when he did that he knew if he got in in 1966 he would have to get out in 1967. But anyway, he was redlined in 1966. Okay. Then things ~~rocked~~ along, and in April of 1967 he [REDACTED] got a modified letter which gave him one more month -- instead of May, it said two months from this date - which turned out to be June. So at that point he knew he was going to retire in June 1969. You might say that that gave him an opportunity to say, "Now wait a minute -- I'd like to try to get into your System." But again he may have felt, "Well, I've been turned down on that." Now possibly what has happened now is that with all of this talk about the 31 July letter, the light went on again and he said, "How about now?"

25X1A9a [REDACTED] When he was nominated in November 1968 - this last time - this came to me as a nomination case, not as a domestic service [REDACTED] case. Again I tried to verify it and didn't come up with the 60 months.

25X1A9a [REDACTED] Oh, they really thought he had the 60 months overseas.

25X1A9a [REDACTED] Once again, I don't know why they thought things had changed since 1965--

[REDACTED] This form shows almost 62 months--  
25X1A9a [REDACTED]: But it doesn't come out that way.  
[REDACTED] In other words, had it been 60 months he would have been in in 1966, and he would have been out in 1967--

25X1A9a [REDACTED] I had a note here that up until this recent talk

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about domestic qualifying service he assumed he wasn't qualified because he had been turned down.

25X1A9a [REDACTED] Well, we are going to get the Regulation changed --

ILLEGIB and this has helped somewhat -- [REDACTED] but I think we have to go to our people and say: Hey! anyone who is approaching 60 and thinks he has some domestic qualifying service better surface it now or forever hold his peace. Because people can hold back -- someone says, "I need about four months, and I'm not in that System but boy! those [REDACTED] four months are gold -- but nobody has pushed me on it" -- and then when he reaches 62 he says, "Now, how about that four months?" -- and it's a perfectly good four months but yet you feel--

25X1A9a [REDACTED] That he beat the mandatory retirement.

But what you're saying now does not apply to this particular case, though, because he applied for it before--

25X1A9a [REDACTED] You are [REDACTED] quite right -- he was ready to ILLEGIB be put in the System back in 1966.

[REDACTED] But do we know this?

[REDACTED]: No, we don't.

25X1A9a [REDACTED] You mean, if we had gone to him and said--

[REDACTED] I just want to deal with facts.

[REDACTED] This was the first time around--

[REDACTED] There was never a personal appeal by him to be put in the System until 1968.

25X1A9a [REDACTED] Do you remember in 1965 the DCS submitted a memo which contained five or six names and which said: "Although these employees are not now serving in a career field which requires, etc., etc., it is requested the Board determine whether these employees can become participants" -- and at that time he was on that list of names but he was taken off because he didn't have the 60 months, and the rest of them went on through because they had 60 months or more.

25X1A9a [REDACTED] If he was about to become 60 and was asking to

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get into the System, we would give it to him, I'm sure -- and he would get in the System and retire.

25X1A9a [REDACTED] But now he's had the benefit of two years' salary, and I say that's enough. I would deny the petition.

25X1A9a [REDACTED] George, how do you feel about it?

MR. MELOON: I think we ought to approve him and let him go, if he will go, but I think if you approve him he's going to be one of these guys that will change his mind and want to wait--

25X1A9a [REDACTED] His current date is May.  
[REDACTED] He said he will go out whenever we put him in the System.

25X1A9a [REDACTED]: His retirement date is in June.  
[REDACTED] He wouldn't have a chance to ride out the pending legislation if he gets in this System.

25X1A9a [REDACTED] But if we just leave him alone--  
[REDACTED] What is your feeling, Mike?  
[REDACTED]: I'm very sympathetic to this case - with the 57 and a fraction months, but I have felt that he has had the benefit of the two years, and that unless we could find some reason - such as, he was either misled - and took no action because he wasn't aware that he needed to take action, I would say that he fell almost within the [REDACTED] case, and 25X1A9a that he has had really two years more under Civil Service, with four points picked up during that time, and on full salary, and I would say we have to be consistent and say no.

25X1A9a [REDACTED] I'm sorry, but I must raise the same question  
25X1A9a as I did with [REDACTED] and that is, is he doing this advisedly?

25X1A9a [REDACTED] Yes, because that's going to come up in every case.

25X1A9a [REDACTED] Well, we can sure talk to him some more -- it's very easy to do.

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25X1A9a

25X1A9a [REDACTED] I don't know how I can shut out this other [REDACTED]  
business -- consider these cases on their merit and then worry about them afterwards.

25X1A9a [REDACTED] I was reminded by one question I put to  
ILLEGIB Col. White when he was sitting [REDACTED] right here, and I asked him at the time,  
ILLEGIB in order to be a little more lenient and to put people in under the 31 July memo  
how much should we really be [REDACTED] buying -- 3 months? 6 months? 10 months?  
Could you wait until the guy was 61 and three-quarters, and who comes forward  
now under this bill? Well, I'm satisfied that he left me with the feeling--  
he wouldn't answer it, but he left me with the feeling that he wouldn't go along  
if we were only buying a couple of months -- which would be really what we  
would be buying here in this case.

25X1A9a [REDACTED] On the other hand, Mike, I think that was when  
we were reaching for three years of domestic qualifying service -- it was  
pretty marginal, to begin with. But here it's just two months -- and so that  
would make a difference there. I kind of lean toward not putting him in the  
System, but not really for that reason -- it's just that I just can't satisfy  
myself that he didn't know in 1967 that if he really wanted to get out at the  
mandatory retirement age he could not appeal to be brought into the CIA System.

25X1A9a [REDACTED] I'm just groping for something that refutes  
ILLEGIB that, [REDACTED] so that we can put him in.

25X1A9a [REDACTED] You would almost have to assume he had no  
knowledge of what was going on, and only now did it dawn on him--

25X1A9a [REDACTED] You mean he had no knowledge he could get in the  
System. He was going along under the assumption that he couldn't get in the  
System. DCS asked that he be put in the System, and then later he was  
informed that he didn't make it. Then he gets these other letters  
coming along -- and one of them says he can stay until age 62, and so he  
thought - "Well, okay, I'll work until 62" --

25X1A9a [REDACTED] There is no evidence that he was trying to fight his

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way into the System--

25X1A9a [REDACTED]: He hadn't signed anything until 1969.  
Do we know that he wanted to go into the System?  
You mean back when we first started on it?

No, I don't know all those things. This whole thing would not have come up at all if it hadn't been for that 31 July memo.

25X1A9a [REDACTED] They sent the case forward as a straight nomination claiming 60 months -- no mention of domestic service or anything -- the 3100 was sent to me as a straight 3100.

25X1A9a [REDACTED] If there's some technicality involved, I don't know. I don't know anything about this case. I don't even know how you got it, Murray. I don't know if it went through Paul Borel -- but as soon as I got it, I turned it back to DCS.

25X1A9a [REDACTED] Normal nominations with 60 months just come straight from the Career Service to me.

MR. MELOON: What about the Agency's interest here?

25X1A9a [REDACTED] Oh, he is out, one way or the other. That's the point. One way he is going to get out in May, and the other way it will be in June.

25X1A9a [REDACTED] Both ways in June.

25X1A9a [REDACTED] Under the CIA System he would be out, because it's mandatory--

25X1A9a [REDACTED] He would go out in May.

25X1A9a [REDACTED] Yes, if you put him [REDACTED] in the CIA System ILLEGIB

25X1A9a [REDACTED] I thought he would go out immediately under the Agency System.

25X1A9a [REDACTED] The end of the month, yes.

25X1A9a [REDACTED] My records show he was going out in May, anyway.  
In the absense of any inequity to the individual,

I feel that we should not bend the rules of our System to accommodate him. I would move that he not be designated.

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[REDACTED] Well, Mike, how do you feel?

25X1A9a

[REDACTED]: I feel the same way.

[REDACTED] Well, it looks like we have a deadlock there.

MR. MELOON: I don't care as long as he was going out anyway.

If he were not going to retire I'd vote to put him under the System -- but if he is going out anyway, I think it's to the Agency's interest to let him retire.

25X1A9a

[REDACTED] It's hard to not take into account the present *at this point in time* atmosphere, that in the long run he may be better off not going out for six *we were considering a transition* more months--

25X1A9a

[REDACTED] That's it - I don't know how much he knows *for civ. serv types to wait for Daniels Bill* about this.

25X1A9a

[REDACTED] Of course, this is an unusual case -- and it may not be of any particular advantage to him -- because, as you know, he was downgraded--

MR. MELOON: When you say he may be better off-- If he goes out in May he won't be better off, because certainly that bill is not going through by then--

25X1A9a

[REDACTED] I say if he stays in Civil Service and we decide that people can wait it out under Civil Service, he can get another five or six months--

25X1A9a

[REDACTED] But if they don't decide that way then he isn't going to be better off!

MR. MELOON: You can't tell -- because we don't know how much sick leave he has, etc.

25X1A9a

[REDACTED] We're almost making this decision with some unknowns -- was he knowledgeable? did he personally know that if he were put in the System in 1966 he would have to retire--

25X1A9a

[REDACTED] But we do have the "known" that he has had two more years of service, though -- this is the "known" -- so it's a little of having it both ways.

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25X1A9a

Okay, I think we're ready for a motion.

I have moved that he not be designated.

25X1A9a

Second.

. . . Above motion was then unanimously passed . . .

25X1A9a

Next we have

25X1A9a

25X1A9a

And, George, I have read both of these cases very carefully, and I understand your position of giving them their day in court--

MR. MELOON: I can't deny them this right.

. . . Off the record . . .

25X1A9a

case, I don't see hazard, and I don't see stringent security practices, and it certainly isn't (11)(c).

Do I have a motion?

25X1A9a

I move the nomination be turned down.

Second.

. . . This motion was then passed . . .

25X1A9a

And on the next one -- -- I

25X1A9a

would make the same motion, that the nomination be turned down.

25X1A9a

Second.

. . . This motion was then passed . . .

25X1A9a

The next one on the agenda -

25X1A9a

has been withdrawn by the Career Service. Murray, do you know why?

25X1A9a

No, I don't know why. There's supposed to be a memo coming over to me, but I haven't gotten it yet.

25X1A9a

Well, this case has been withdrawn.

. . . Off the record . . .

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25X1A9a [REDACTED] Next we have [REDACTED] from 25X1A9a  
the Office of Communications, who doesn't have the 60 months at his 15th  
anniversary and Commo is recommending that he go out of the System.

25X1A9a [REDACTED] I so move. I see no reason to disagree with  
that. I move that he be removed from the System.

25X1A9a [REDACTED] Second.

. . . This motion was then passed . . .

25X1A [REDACTED] The next one is [REDACTED] who is 61 25X1A9a  
years old and will be 62 in December of 1969, and she is asking for a five  
month extension until 31 May 1970. I could run a red herring [REDACTED] ILLEGIB  
across this one -- but I don't know that it's really terribly significant -- and  
that is that it's a Reserve Appointment -- but we can extend them under a  
Reserve Appointment too.

25X1A9a [REDACTED] I move we extend on the grounds of needs  
of the service. These records people have a terrible time getting personnel.  
There really aren't enough facts on the ground of compassion -- but definitely  
on the needs of the service I would go along. If this office has the same  
problem as RID has with the shortage of clerical personnel, I would find no  
difficulty in extending her.

25X1A9a [REDACTED] And Osborn says he has five to 12 vacancies  
during the second half of each fiscal year.

25X1A9a [REDACTED]: I move we extend for the five month period.  
[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a [REDACTED] The next one is [REDACTED] an old 25X1A9a  
Commo hand.

25X1A9a [REDACTED] May I ask a question on this one? You  
have the right to extend for a two month period, don't you? And here the

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Director of Personnel has already signed this paper, so why does it have to come before this Board?

25X1A9a [REDACTED] Well, we go through the motions -- we send them all here, and if the Board did disagree, the D/Pers would give it some consideration. Bob Wattles was quite concerned about this. He sort of feels like Red White did on one of these cases he sent down - he [REDACTED] said, ILLEGIB "I am the head of the Career Service and I do have to forward these things, but I hope the Board feels completely uninhibited in addressing themselves to it." Because, like Red White, he would hesitate before saying he disagreed with this Board. He wants the Board's opinion. This is particularly true in

25X1A9a [REDACTED] case. He happened to sign that letter without my seeing it - and I said, "Hey, the Board may get you in there to address yourself to it -- did you mean it?" He said, "The eight months are good" -- and I said, "What about the rest of it?" - he said, "Oh, well, we want to get rid of him."

25X1A9a [REDACTED] I move we extend the two months for

25X1A9a [REDACTED]

25X1A9a [REDACTED] I'll second Mike's motion.

. . . This motion was then passed . . .

25X1A9a [REDACTED] This is a rather refreshing one -- all he's saying is, "I'd like a 20 year pin to wear."

25X1A9a [REDACTED] I have a motion to cover that, that we recommend to the Director of Personnel that he give him his 20 year pin but that we deny the request on these [REDACTED] grounds: we had a similar ILLEGIB

25X1A9a case - the case of [REDACTED] he had five or six months to go, and we threw that one out.

25X1A9a [REDACTED] But why? If this guy is trying to get his 20 years why couldn't we say 30 April?

25X1A9a [REDACTED] Well, I'll tell you, on the giving the pin routine,

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we've been pretty rough on that one -- because we get quite a few requests saying - "Oh, it's only four months" - etc., etc. And Bob Wattles asks: Where do we cut the puppy's tail?

25X1A9a [REDACTED]: You are talking about the medallion.  
[REDACTED] The medallion is more significant, I agree -- but even the pins-- And now we do have the 25 year pins -- because when people had 29 years of service and you gave them a 20 year pin, that was a pretty hollow gesture. But now we do have the 25 year pins.

25X1A9a [REDACTED] You're not bending for three months?  
[REDACTED] Well, we haven't been.  
[REDACTED] We had a case before the Board where this was one of the reasons -- and we threw that reason out.

25X1A9a [REDACTED] Maybe it was a bad decision.  
[REDACTED] Well, I'm not sure that makes this a good  
ILLEGIB [REDACTED] decision.

25X1A9a [REDACTED] But what else was involved in that other case?  
[REDACTED] In that case, as I remember, he alleged another reason. We didn't find the reason -- so that left us with the specific  
ILLEGIB period. But in [REDACTED] that case I think he came forward with another reason, which we didn't find.

25X1A9a This [REDACTED] case bothers me, in that there are only two grounds -- either you find compassion or it's on the needs of the service, and neither one of those is specified in here. There is only one ground specified -- and this man himself didn't even ask for it--

25X1A9a [REDACTED] I went back to Bob on this and said - "Can't you say something?" On the other hand, here is a guy under Civil Service who is getting out at 60 without any fussing -- and how much do you want to twist his arm for just 67 days?

MR. MELOON: You say he is getting out at 62?

25X1A9a [REDACTED] And it's Federal service, not Agency service.

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25X1A9a [REDACTED] Mike has made a point, and that is, this doesn't fit in to any of the groundrules that we have developed in five years -- and I don't think it's a very valid ground, myself.

25X1A9a [REDACTED] I'd like to argue on the other side of the question. I think there's a great deal to be said, at the close of an honorable career, if they ask for something that is not out of line, to give it to them and let them go away with a good taste in their mouth.

25X1A9a [REDACTED] I agree!

25X1A9a [REDACTED] Well, Harry, could you go back and take a look at the [REDACTED] case before we conclude this one? And if there were other [REDACTED] circumstances in [REDACTED] case, then I will reconsider my --25X1A9a

ILLEGIB [REDACTED]

25X1A9a [REDACTED] Do you know how much time was involved in

25X1A9a the [REDACTED] case?

ILLEGIB [REDACTED]

25X1A9a [REDACTED] The same amount of time -- I think from December to April was involved in the [REDACTED] case -- and we turned it down.25X1A9a

25X1A9a [REDACTED] We were left with nothing but that he wants the 20 years--

25X1A9a [REDACTED] When did we act on that case?  
[REDACTED]: It was four or five months ago--  
[REDACTED] It was in time for him to retire in December.

ILLEGIB Now if there was something else involved in the [REDACTED] 25X1A9a case, so that it didn't [REDACTED] hinge on that, then I will reconsider this one.

25X1A9a [REDACTED] Mike, do you have any problem with my reasoning--

25X1A9a [REDACTED] Yes, I do. I have no fault to find with a case where we found - as we did in a couple of cases - we found some hardship -- so, the person was asking for seven months, and we gave him six - and then we got a call from the Director's Office - "Look, for one more month!" and

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this was a dedicated employee, and so forth" - so, we gave him the other month -- if we gave a smaller period, if we didn't give as much as the guy had asked for, then for the Director to give him a little more, or for us to give him a little more, that gives us something to hang our hat on.

25X1A9a [REDACTED] But the man himself didn't ask for this -- this was his office that asked for it.

25X1A9a [REDACTED] I'm just concerned about establishing different groundrules. Because where do you draw the line? it's 60 days -- then it's 75 days -- then it's three months -- then it's six months--

25X1A9a [REDACTED] But you can't always have a Regulation to [REDACTED] ILLEGIB make a decision for you.

MR. MELOON: Mike, every case we have has something personal in it--

25X1A9a [REDACTED] That's why there is a Board here to [REDACTED] ILLEGIB exercise some judgment.

MR. MELOON: In one case somebody wants to stay two more months for tax purposes--

25X1A9a [REDACTED] We didn't bat an eye for the tax purposes--

MR. MELOON: This guy wants to be able to say he had 20 years service--

25X1A9a [REDACTED] Mike, I'm not denying you have a point -- but we don't get too many of these, and you just have to rely on the judgment of the Board - that they will say "yes" and "no" at the right times. I have no magic formula for it--

25X1A9a [REDACTED] If there's any precedent--

[REDACTED]: Didn't we go back and get some guidance from upstairs if the person was to retire just a couple of months before the 1st of the year? Didn't we go upstairs and get some guidance--

25X1A9a [REDACTED] Informally I said to Col. White in the 1st case we sent up--

25X1A9a [REDACTED] Mike, aren't there enough big boys at this table

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to make up their mind?

25X1A9a [REDACTED] The first time I went up with one of these we had not asked ahead of time -- we decided let's give him the 60 days -- and when I took it up I said, "The Board feels where it means a substantial benefit to somebody, we will go along" -- and they interposed no objection, let's put it that way.

25X1A9a [REDACTED] They gave you the right to extend for 60 days--

25X1A9a [REDACTED] They indicated to me they wouldn't disapprove--  
[REDACTED] Did you get that in writing?  
[REDACTED] No.  
[REDACTED] Because you can get nickled and dimed to a point where you don't have any rules.

25X1A9a [REDACTED] Well, let's first see what we did with [REDACTED] ILLEGIB

25X1A9a [REDACTED] Let's just hold this [REDACTED] case for a few minutes -- I've got 25X1A9a  
somebody checking on the [REDACTED] case. 25X1A9a

MR. MELOON: ... (inaudible)...

25X1A9a [REDACTED] We know he will have 20 years on the 8th of April -- therefore that would be the appropriate time to extend him. I might even talk the D/Pers into signing it, although it's seven days over--

25X1A9a [REDACTED] That's what I'm trying to get you to do.  
Well, suppose we give him a lapel button--  
Which is what I would like to see us do--  
Sure! and he would be delighted--  
But seriously, is he trying to work the 67 more days so he can say he worked 20 years, or does he want the lapel pin?

25X1A9a [REDACTED] is saying this. [REDACTED] didn't initiate 25X1A9a

25X1A9a this. [REDACTED] did.

25X1A9a [REDACTED] Just round off that 20 years -- who is going to check up to find out he was 67 days short?

ILLEGIB

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25X1A9a [REDACTED] Well, let's move on to the [REDACTED] case. 25X1A9a

I'm sure you have all read it.

25X1A9a [REDACTED] Well, this relates to these others we have where it's support to clandestine operations -- I guess that is being claimed -- it's an (11)(b) case? And this is very loosely defined, I'm sure, but I find this to be quite one step removed from what heretofore we have considered support. I don't know--

25X1A9a [REDACTED] If you cut through it all, it's Headquarters personnel service. But as they're putting it to me - and [REDACTED] just 25X1A9a made a last minute pitch to me that this was considerably different than routine Headquarters personnel work -- that [REDACTED] had to run out and sign 25X1A9a

25X1C10b up these contracts with the [REDACTED] themselves, and so on. Then he also said - "You also don't know this man - that if he was going out to get a job he would draw a complete blank on this -- he just couldn't bring himself to try to explain to anybody what he did." So he was sort of reaching on (11)(c) as well - saying he would feel completely inhibited from telling anybody what he did for that period of time. But I think we are on safer ground to look for it under (11)(b) -- because I still say he could say he was a Personnel Officer and not have to go into that--

25X1A9a [REDACTED] This is a 31 July memo case, too.  
ILLEGIB [REDACTED] Here's a man who a year after he joined the Agency immediately went out and performed overseas qualifying service. And he has also spent about six or eight years in direct support of an Area Division--

25X1A9a [REDACTED] He has 50 good months, I think --

25X1A9a [REDACTED] He had 17 months and 25 days, plus the eight or nine months as a Staff Agent in [REDACTED] where I dare say 25X1A6a this man personally was dealing with military personnel, Type A and Type B contract employees, staff people -- transferring them from one service to another -- handling their insurance -- making sure they were paid in a way that didn't break security, and that was consistent -- so I think this chap has

22  
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done a lot more than just personnel work, and I think under the 31 July memo, I think I could go along.

25X1A9a [REDACTED] Good! I'm glad to hear it. Because in addition I find that this case is so bad that he is really saying: I know that you don't know what to do with me -- and I don't know what you<sup>can</sup> do with me -- and if you don't do this, you've got me for five more years, and I'm a problem child.

25X1A9a [REDACTED] That is a factor, that we're buying quite a bit of time-- Because I know this thing back in those days was a pretty hectic thing -- it was all hours of the day and night, and weekends, too.

25X1A9a [REDACTED] And I have confirmed that it was all dumped on him -- that everybody sort of abandoned the ship. So we're not going to run into a bunch of personnel officers who claim this same period of time.

Well, I'm ready to entertain a motion.

25X1A9a [REDACTED] I do so move - that [REDACTED] be 25X1A9a admitted to the CIARDS under the 31 July letter.

25X1A9a [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a [REDACTED] I don't know about you fellows, but I didn't get to read the next case - the [REDACTED] case -- 25X1A9a

25X1A9a [REDACTED] really wanted this one on the agenda--

25X1A9a [REDACTED]: Then can we take time now to at least read the memo?

25X1A9a [REDACTED] But I didn't get the DD/P's memo until yesterday.

25X1A9a [REDACTED] The DD/P didn't pass on it until yesterday.

. . . The Board members then took time to read the papers on the [REDACTED] case . . . 25X1A9a

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25X1A9a [REDACTED] There is one thing -- he is a career agent, and we have never put a career agent in on domestic service before.

25X1A9a [REDACTED] That's an interesting comment but I don't think particularly pertinent. Most career agents are overseas. But the fact that he is a career agent is itself indicative of the work he does.

25X1A9a [REDACTED] Another thing about this case, I guess he really isn't asking for retirement now.

25X1A9a [REDACTED] Oh yes, he is going out right away.

. . . Off the record . . .

25X1A9a [REDACTED] Mike, did you look into any of the management aspects of this?

25X1A9a [REDACTED] I got only into the period 1962 to 1968.

25X1A9a I went to [REDACTED] boss -- and asked about this, and I learned, for the first time, that he was in charge of all commercial proprietaries -

25X1C4c

[REDACTED]

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25X1A9a [REDACTED] Well, there's another management aspect, Mike. Obviously, we are intimately involved, and, to put it delicately, his usefulness is deteriorating rapidly.

25X1A9a [REDACTED] Yes, the physical--  
It may be a combination, Mike -- but he is just hanging on, let's face it -- so it's definitely so, and I'm surprised this didn't show in here. But in effect he is alone where he is, and he does not get day-to-day supervision.

25X1A9a [REDACTED] So we're not really sure how well he is able to perform on a day-to-day basis.

25X1A9a [REDACTED] Well, the results we get back do not indicate he performs at his former high level--

25X1A9a [REDACTED] I think we are still back to: Is he entitled to be in this System, or not?

25X1A9a [REDACTED] Yes. But I thought this was an added factor the Board should have.

25X1A9a [REDACTED] What you say would lead me to think that if we didn't put him in, he has to think twice about disability retirement.

But, to make my point again, if he gets into the CIA System and he does not qualify for retirement, he couldn't voluntarily retire until April of 1970, because he will not have 20 years of service until then, so he couldn't possibly be a voluntary by 30 June -- do you see what I mean? He has to go the disability route, otherwise he is way off. So he clearly has to be brought in not under the 31 July letter.

25X1A9a [REDACTED] Oh, I see. Well, I think we could bring him in under b. (11)(b).

25X1A9a [REDACTED] I guess I was reading when I probably should have been listening to you, Mike, but, again, he was outside - working under commercial cover?

25X1A9a [REDACTED] Yes -- and he has been responsible - from

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25X1C4c



25X1A9a



Has been under non-official cover since 1962.

Again it sounds to me like a case where in living his life he had to live this commercial cover - completely disassociate himself from the Agency. It looks pretty good to me under (11)(b).

25X1A9a



To me, too.

Are there any dissents from that? (No response.) This seems to be a pretty good type of domestic qualifying service, I think. Do I have a motion?

25X1A9a



I will so move - that 25X1A9a

be designated as a participant in the CIARDS.

. . . This motion was then seconded and passed . . .

MR. MELOON: 25X1A9a

Yes, he wants disability retirement. He has

it all laid out that when he gets the word that this was approved he is handing

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in his disability retirement. But we, for the record, I think, have to bring him in as a straight domestic qualifying service under (11)(b).

Now, to go back to the [REDACTED] case. I now 25X1A9a have our Minutes of the meeting on 9 May 1968, when we considered the

25X1A9a [REDACTED] case. (Reading)

"The final case considered by the Board was a request from [REDACTED] requesting that his currently scheduled retirement date, 31 December 1968, be further [REDACTED] deferred until 11 April 1969. The bases for this request were: (a) a statement that this postponement would assist in a more orderly transfer of duties and training of replacement; (b) considerable reduction in taxes on his accrued annual leave payment. The Director of Scientific Intelligence and the Deputy Director for Science and Technology stated that while they have no basis for recommending approval of this request, if the extension is approved they would not object. The Board noted that [REDACTED] would not gain any tax advantage by the extension since retirement on either date would mean payment for accrued leave in calendar year 1969. The Board unanimously recommended that [REDACTED] request for deferment of retirement be disapproved."

25X1A9a

ILLEGIB

25X1A9a

25X1A9a

25X1A9a [REDACTED] It was in his letter that he pointed out that this would give him 20 years of Agency service.

25X1A9a [REDACTED] One other thing, you notice it said further extension -- he had already been granted one extension.

25X1A9a [REDACTED] The extension in this case was from October to December. And these were the reasons he gave -- but another one was that it would give him 20 years of Agency service -- but that was in his letter, though.

25X1A9a [REDACTED] Well, I'll tell you, the only thing I missed before - I thought he was 60 and I'm always so delighted when somebody at 60 under Civil Service goes out. But he is 62 and that does change it a bit. He had to wait until he got his 20 years--

25X1A9a [REDACTED]: He had to wait until 62--

Who had to wait?

He couldn't have retired before 62.

Are we back to [REDACTED] now?

25X1A9a

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25X1A9a [REDACTED] Yes.

25X1A9a [REDACTED] He can't retire until January 1970 because he doesn't have 20 years.

25X1A9a [REDACTED] If it's just a question of the emblem, I think I can speak for the Director of Personnel that it would make more sense to give the man the 20 year pin, if that is really what interests him, rather than extend him--

25X1A9a [REDACTED] The 20 year pin?  
[REDACTED] Yes. I must admit that my inclination and my instinct is to say okay -- and yet I guess we will be troubled with the next one who says he needs 27 days--

25X1A9a [REDACTED] Who says - "I want to complete so many years of service." And I don't think this is a groundrule we've got in our books -- and I don't think it's a good groundrule, anyway.

25X1A9a [REDACTED] If it only didn't have to go forward -- because I'd hate to have to write this up for Col. White that we're doing it so the man can get his 20 years of service. I wish it was just 60 days -- I think I'd be willing to stick my neck out if it was just 60 days.

25X1A9a [REDACTED] If he had said, "I can't live on \$7,174--  
[REDACTED] Mike, how could he say that for 60 days?

Well, do I have a motion on the [REDACTED] case? 25X1A9a

25X1A9a [REDACTED] I move that his request be denied.

[REDACTED] With the understanding that we issue him a 20 year pin -- with that suggestion to the Director of Personnel.

25X1A9a [REDACTED] With the suggestion if this is the only grounds for the request that it be met by issuing him a 20 year pin.

25X1A9a [REDACTED] I seconded that motion sometime ago.

[REDACTED] Do I have one more vote for that? (No response.) Well, I'll vote for it -- but I'm a little bit bothered by the precedent, though.

. . . . The meeting adjourned at 3:10 p.m. . . .

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